

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

# 860 Express

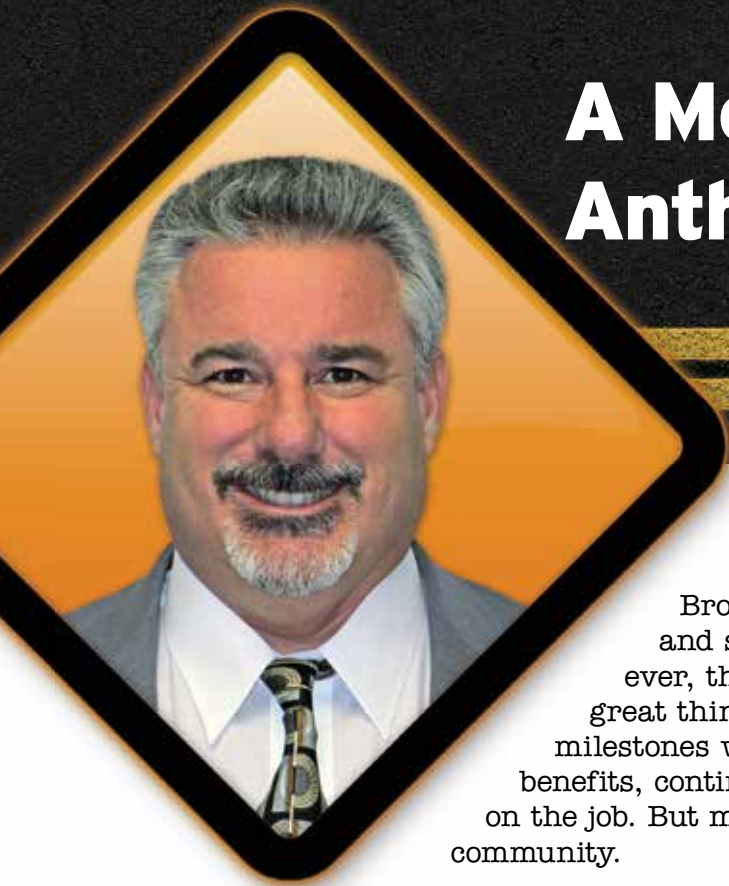
DEDICATED TO ENSURING LABOR MAINTAINS IT'S PROPER PLACE IN THE WORLD

SPRING 2018 / VOLUME 14 • ISSUE 1





# A Message from Anthony D. Liberatore Jr.



Brothers and Sisters, as 2018 is already off to a strong and successful start – I'm convinced even more than ever, that together, Local 860 will continue to achieve great things. As a union, we're consistently reaching new milestones with apprenticeship and training, expanded member benefits, continued organization and providing quality, skilled labor on the job. But maybe even more importantly, we are building our community.

Your membership with Local 860 represents how unions continue to win rights, benefits and protections for all working people and their communities. When public service workers belong to strong unions, they fight for staffing levels, equipment and training that saves lives and improves the public services our communities rely upon. And when union membership is high, entire communities enjoy a greater standard of living.

As you know, efforts for continued organization is always a priority for us, and we're happy to announce the most recent addition to the public service sector, Cleveland Heights. Expanded membership makes us stronger and therefore makes our community stronger.

With that said, I ask that you continue to do your part in staying in the know with the most current news that threaten our rights. Even when it's not on the front page of the newsletter, doesn't mean the threat is gone. There has been much anti-union activity in recent months.

We've seen these threats before and have remained strong in order to defeat them, but we need to continue to do so. The horrors for the working class are real, at the federal level as well as state level. I urge you to do your part and check the blog regularly.

Just remember that we are stronger together, especially as continued threats on union rights move closer to home. Knowledge is power, and together, we will fight for our promising future, again and every time.

One last reminder, now that our construction season is underway, so are on-the-job accident risks. Be aware of your surroundings. Be safe. We say it time and time again: Safety is always the highest priority. We say it again because we care. Running our Spring motorist billboard campaign for over a decade makes this evident. Make 2018 an accident free season.

A handwritten signature in blue ink, reading "Anthony D. Liberatore Jr." in a cursive style.

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# Project Updates

Despite other infrastructure plan woes, ODOT District 12 has a schedule consisting of \$1 billion in new construction projects, as well as moving forward ongoing projects.

There are many benefactors of this funding including major infrastructure projects with the Cleveland Water Department, NEOSRD, individual municipalities, political subdivisions and long-awaited projects.



## THE OPPORTUNITY CORRIDOR UPDATE

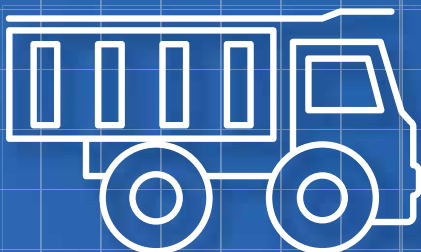
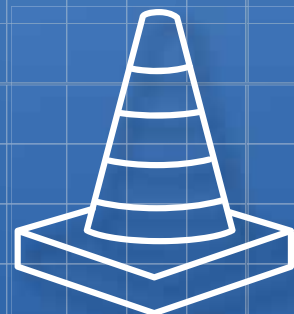
Opportunity is now back on track after a lawsuit that halted construction of the biggest section of the 3-mile, \$306 million boulevard. Dismissal of the lawsuit last summer led to approval late last month of \$178 million in construction money from the Ohio Turnpike and Infrastructure Commission, the Ohio Department of Transportation.

As a result, ODOT will award a \$200 million contract to build Section 3 of Opportunity Corridor, said Myron Pakush, the agency's deputy director for District 12, which serves the Cleveland area.

Work on the 1.8-mile section is scheduled to begin this summer and be completed by 2021, a year later than planned before the lawsuit, according to ODOT documents.

When finished, Opportunity Corridor will extend from I-490 at East 55th Street to East 105th Street near the Cleveland Clinic. The speed limit will be 35 mph.

ODOT shaved \$25 million from the 2013 cost estimate of \$331 million for the project after receiving bids that were lower than expected for the first two sections of construction and speeding up the schedule.







# 2018 Job Highlights

- Replace concrete archon Martin Luther King, Jr. Blvd over Doan Brook Creek south of Jephtha Dr.
- Resurface and lighting upgrade I-90 between I-77 and SR 2
- Resurface SR 176 between Denison Ave and I-71
- Detroit Ave. streetscape and intersection improvements between W. 73rd and W. 78th and on Lake Ave. from W. 78th to Detroit Ave. and from W. 58th to W. 52nd
- Resurface Chillicothe Rd. (SR 306) from Crackel Rd. to Washington St.
- Resurface Wallings Rd. from Broadview Rd. to west of Brecksville Rd.
- Reconfigure I-480 eastbound lanes near Warrensville Center Rd. to provide three lanes of traffic to continue on I-480 past the I-271 split
- Minor widening and intersection improvements on Transportation Blvd. between I-480 and Granger Rd. (SR 57)
- Bridge deck replacement on the Newell St. bridge over SR 2
- Construct Cleveland Towpath Trail between Harvard Ave. and the Steelyard Commons
- Resurface and upgrade lighting from the Valley View Bridge to Lee Rd.
- Construct a pedestrian bridge (North Coast Harbor) from east of Dock 32 to Voinovich Park
- Replace concrete slab driving surface on US 422 bridge over the Grand River
- Build a new roadway - to be known as SR 10 - between E. 55th St./I-490 and E. 93rd St. (Opportunity Corridor Section 3)
- Resurface Wooster Rd. from Center Ridge Rd. to Detroit Rd. and resurface Detroit Rd. from east of Hamlet Ln. to West Lake Rd.
- Repair and Resurface Richmond Rd. (SR 87) between Shaker Blvd. and Chagrin Blvd. (U.S. 422)
- Construct an all-purpose trail from Brecksville Rd. to Canal Rd.
- Bridge deck replacement and structural steel painting on I-76 southbound on I-71
- Resurface of SR 528 between North Ridge Rd. (U.S. 20) on south of Ford Rd.
- Reconstruct and widen Royalton Rd. (SR 82) between W. 130th St. and York Rd.
- Resurface Madison Rd. (SR 528) between U.S. 6 (GAR Highway) and north of Moseley Rd.
- Intersection of Vrooman Rd. and SR 84 (S Ridge Rd.) and the resurfacing of Vrooman Rd. between I-90 and the Grand River
- Create a paved shoulder on Newcomb Rd. from Shedd Rd. to Georgia Rd.
- Replace Harvard Rd. bridge over I-77
- Resurface Chester Ave. between E. 93rd St. and Euclid Ave. (U.S. 20); Resurface Mayfield Rd. (U.S. 322) between Euclid Ave. and west of Kenilworth Rd.
- Bridge repair on I-480 over Bartlett Rd. (SR 17)
- Miscellaneous Repairs to Ford Rd. and Morely Rd. over I-90, Granger D. (SR 17) over I-480 and SR 44 over Kellogg Creek
- Culvert replacements on SR 522 between John Dr. and Parkway Dr.; SR 87 between Elm Dr. and Portlew Rd.; SR 307 between S. County Line Rd. and Bate Rd.
- Resurface Pleasant Valley Rd. between Broadview Rd. (SR 176) and east of State Rd.
- Resurface SR 306 between north of Sharp Lane to south of Kirtland Rd.
- Traffic signal and curb ramp upgrade on Mayfield Rd. (U.S. 322) between Kenilworth Rd. and Warrensville Center Rd.
- Pavement repairs at various locations in Cuyahoga, Lake and Geauga counties
- Upgrade highway lighting at various locations in Cuyahoga, Lake and Geauga counties
- Widen intersection of SOM Center Rd. (SR 91) and Aurora Rd. (SR 43)
- Build a new roadway to be known as SR 10 - between Quebec Ave. and E. 93rd St. (Opportunity Corridor Section 2)



# Infrastructure Update

After sixteen months of waiting for the much-anticipated infrastructure plan, it's here! Well, it was here for a brief moment until it was unofficially nixed. And while it wasn't exactly what we were hoping for at Local 860, it was at least the hope and commitment to fixing this country's crumbling infrastructure.

As you know, we've been following the progress, or better yet, we've been following the promise of an infrastructure plan. Let's take a look at what was actually proposed.

## Trump's four main objectives:

01

Shorten the permitting process to 2 years

02

Invest in rural infrastructure

03

Stimulate \$1.5 trillion in new investment in infrastructure

04

Make improvements in training the workforce, including encouraging trade schools and apprenticeships

**THE PLAN** \$200 billion of direct federal funds into \$1.5 trillion of new investment

**HOW IT WORKS** Rather than have the bulk of the funding come directly from the federal checkbook, the plan establishes an incentive program that requires state and local governments to match all federal money at a ratio of at least four to one, essentially placing the burden on them. In fact, the White House boosted what was originally a \$1 trillion plan to \$1.5 trillion in response to purported excitement over the incentives package.

## THE BREAKDOWN OF FEDERAL FUNDS

- ▶ \$100 billion in incentives, to match money spent by local and state governments on infrastructure: "States and localities are best equipped to understand the infrastructure investments needs of their communities."
- ▶ \$50 billion of investments in rural infrastructure: This will be in the form of "block grants to governors to allow governors to select what the priorities for infrastructure are in their respective states."
- ▶ \$20 billion for "transformative programs," which will ensure "a vision towards the future towards projects that can lift the American spirit."
- ▶ \$20 billion expansion in the federal loan program and private activity bonds.
- ▶ \$10 billion for a capital financing fund, to help fund office building infrastructure.

We at Local 860 realize the opportunities that this could provide, however, the probability of this proposed plan getting off the ground in Cleveland was never likely. But now it's not likely to get off the ground anywhere, at least not in 2018. Most of the private equity originally thought to contribute has backed out as the proposed plan never really gained any momentum. People just didn't like it.

So for now, we remain hopeful that there will be another proposal on the table next year. Until then, we continue to remain dedicated to our community and continued improvements to our local infrastructure.



# Investment in Training Center Continues to Bring Returns



Our Local training center continues to add to the success of our organization. Local 860 ended its winter training season with great numbers! There were 26 classes held at Local 860's Training Center between November 2017 and April 2018, wherein 569 laborers totaling a combined 1,368 training hours.

Training up and diversifying your skill set makes you eligible for more opportunities out on the job and helps your Local stay strong by being able to provide the highest quality safe and skilled laborers. Local 860 is excited to report another successful training season.

There are plenty of opportunities to continue learning new skills or simply refining your current skills. Your Local works hard to continue being able to offer training and classes to its members and the need for trained and skilled workers continues to grow in the field. So don't miss out. Take advantage of these offerings and you will reap the benefits.

Don't forget that Field Rigging and Confined Space classes are pre-requisites to the Water Treatment Process Piping class. Also make sure to check your Traffic Control Supervisor cards are not expired. They are only good for five years.



**RETURN ON INVESTMENT**

# RIGHT TO WORK UPDATE



Supporters of “right to work” legislation are taking a different route to enact changes critics say would unnecessarily weaken unions in Ohio. At Local 860, we often talk about safety and occupational hazards, but equally as threatening to our survival are political hazards.

We all remember SB5 in 2011, right? When Ohio voters overwhelmingly voted in repeal the controversial law Senate Bill 5, which would have limited collective bargaining among public sector employee unions.

And since then, Ohio Republicans have shied away from advancing right to work bills since then. But now, they are getting crafty! We can’t be fooled, brothers and sisters, but we should be ready.

Instead of a state law, this pair of anti-worker Republican legislators wants to put right-to-work language and other union-related provisions in the state constitution – if Ohio voters approve.

## FACES OF RIGHT-TO-WORK



JOHN BECKER  
House District 65



CRAIG RIEDEL  
House District 82

### MEET REPS. JOHN BECKER AND CRAIG RIEDEL

These two have proposed a package of six separate constitutional amendments that would limit how unions are funded, ban project labor agreements where the state or cities require union labor for construction projects and eliminate prevailing wage, which sets a floor wage for skilled labor on publicly funded projects.

Riedel said a lot of Ohioans felt Senate Bill 5 was rammed down their throats, and he and Becker are taking a totally different approach.

### WHEN WOULD IT BE ON THE BALLOT?

Becker and Riedel want to see the proposals on the November 2020 ballot because turnout is higher in presidential election years. Riedel said it will take time to educate voters about the issues, and they want as many Ohioans as possible to weigh in.

Becker said there is some concern that the issues could drive Democrats to the polls and thus boost a Democratic presidential candidate. But he said the issues could also increase turnout among Republicans who might not otherwise vote.



# WHAT ARE THEY PROPOSING?

## THE SHORT

- Implement so-called “right-to-work” laws for the private and public sector
- Repeal prevailing wage laws
- Prohibit government employers from withholding union dues
- Prohibit unions from spending on political activities
- Prohibit contracts that require union labor
- Require annual public-sector union re-certification

Employees already cannot be required to join unions. But state law allows collective bargaining agreements to require “fair share” or agency fees. The fees are lower than union member dues payments and cannot be used for services beyond contract negotiations.

## THE LONG

**Private sector right-to-work:** Eliminates requirement employees pay fair share dues. Employees would have to opt in to pay dues.

**Public sector right-to-work:** Eliminates fair share dues for public sector unions.

**Prevailing wage:** Repeals Ohio’s prevailing wage law, which sets a minimum hourly wages and benefits for skilled workers on certain projects. A standalone bill on this issue has not advanced in the Ohio Senate.

**Dues withholding:** Prohibits state and local government employers from withholding union dues or fees from workers’ wages. Unions could not spend dues on political activities without workers’ consent.

**Project Labor Agreements:** Bans state and local government entities from requiring project bidders or contractors to enter into project labor agreements, which are pre-hire agreements that set timelines for project completion and methods for resolving disputes,



among other terms. A standalone bill was introduced during the last legislative session but did not pass.

**Union recertification:** Requires annual “recertification” where workers vote to renew public collective bargaining units.

Becker said unions wouldn’t have to represent employees who opt not to pay union dues or fees under his proposal. But critics say that provision runs afoul of federal labor law requiring unions to represent all employees. Becker said it’s not clear whether the language would be illegal, and he’s willing to fix it.

Opposition to the proposal is great. “Reps. Riedel and Becker are carrying water for out-of-state interests like the Koch brothers and the American Legislative Exchange Council,” Dennis Willard, spokesman for We Are Ohio, said in a statement. “There are no workers lining up behind these dangerous, divisive and disastrous ideas for Ohioans. Right to Work is wrong for Ohio. Don’t trust it.”

House Minority Leader Fred Strahorn said the legislature should be focused on creating good-paying jobs instead of establishing restrictions that will lead to lower wages and lower safety standards.

“The Republican package of so-called ‘right to work’ legislation is wrong for working families and wrong for Ohio,” Strahorn, a Dayton Democrat, said in a statement.



Union membership in Ohio and nationwide has declined in recent decades. About 14 percent of Ohio workers belong to a union or are represented by one, according to the U.S. Bureau of Labor Statistics. So we have to be strong and stay in the know.

The proposals need to pass with a three-fifths majority of each chamber voting yes. Republicans hold such a majority, but legislative leaders from both parties have questioned the need for right-to-work legislation.

Twenty-eight states have passed “right to work” laws banning mandatory union membership or fair share dues, including neighboring Michigan, Indiana, Kentucky and West Virginia. We need to unite and stay strong to prevent Ohio from falling victim.

## FEDERAL

A U.S. Supreme Court case called *Janus v. AFSCME Council 31* threatens our union, working families and communities. This case came before the Supreme Court in February, represents a huge threat to our union. As a Local 860 member, you are critical to how we defend and protect our union, our members and public services in the face of this threat.

This lawsuit aims to take away the freedom of working people to join together in strong unions to speak up for themselves and their communities. The Supreme Court is expected to make a decision in June.

### Your LIUNA Union card means you have:

- A voice at work and protection from discrimination
- A seat at the table to negotiate good wages and benefits
- A bargaining agreement that protects you from firing without cause
- Stronger on the job safety standards
- Family-friendly policies like sick leave and family

### WHAT IS THIS CASE REALLY ABOUT?

The case aims to erode the freedom to form unions to improve our lives and the communities we serve. Real freedom is about making a decent living from our hard work; it’s also about having time to take a loved one to the doctor, attend a parent-teacher conference and retire in dignity. The corporate special interests behind this case do not believe that working people should have the freedom to negotiate a fair return on their work.

### WHO IS BEHIND THIS CASE?

The National Right to Work Foundation is part of a network funded by corporate billionaires to use the courts to rig the rules against working people. For decades, these wealthy elites have used their massive fortunes to gain outsized influence to chip away at the progress unions have won for all working families. Now they want the highest court in the land to take away our freedom to come together to protect what our communities need: a living wage, retirement security, health benefits, the ability to care for loved ones and more.

### WHAT IS THE REAL IMPACT OF THIS CASE?

When working people have the freedom and opportunity to speak up together through unions, we make progress together that benefits everyone. The wealthy elite behind this case are trying to use the highest court in the land to take away our freedom to create the power in numbers to secure better lives for our families, our communities, our country and ourselves by undermining our ability to form strong unions.

If fair share fees are struck down, employees who benefit from the gains that the union makes will not have to pay anything toward the cost of that representation. If the billionaires and corporate CEOs behind this case get their way, they will take away the freedom of working people to come together and build power to fight for the things our families and communities need: everything from affordable health care and retirement security to quicker medical emergency response times.



# Public Sector Update

**LYNDHURST** Local 860 bargaining units recently ratified three collective bargaining agreements. After some challenging negotiations, Local 860's bargaining committee was successful in obtaining above-average wage increases in each year of the agreements, along with a signing bonus in the first year of the agreements. In addition, the City agreed to a sixth week of vacation at twenty years, an additional tier for longevity at thirty years, hourly increases for Steward pay and Crew Leader pay, additional money for safety shoes, a voluntary fair-share provision (if applicable) and a mandatory notice and right of first refusal provision for permanent changes in shifts or schedules. The committee was also successful in preventing the City from adding several provisions to the agreement, which would have restricted the rights of our members.

**VERMILION** The City's new mayor is blaming the City's financial woes, in part, on unions in the City's local newspaper. Instead of playing the blame game, Local 860 encourages the new mayor to remember our members have done far more with less staff for several years. Our members are loyal employees dedicated to making sure essential services are provided to Vermilion's residents 24-7. Recently, a new union steward was appointed. The City has re-activated the Healthcare Committee.

**GENEVA** The Collective Bargaining Agreement expires on December 31st. Local 860 will start negotiations later this year.

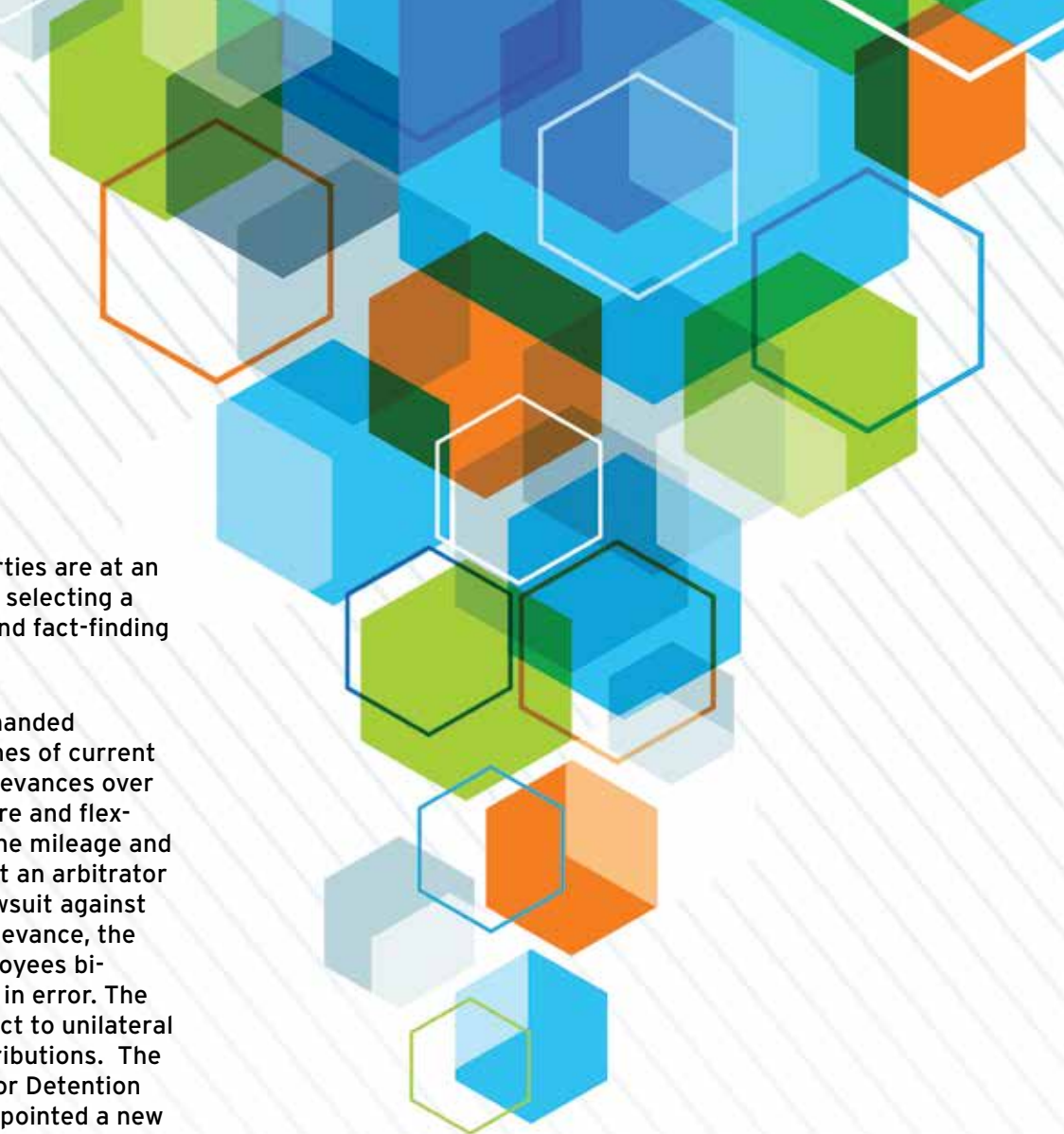
**FISCAL** Local 860 was successful in two job audit arbitrations resulting in job re-classifications, wage increases and back-pay in excess of \$7,000.00. Subsequently, the County agreed to settle another job audit grievance resulting in new classification, a wage increase and backpay for another employee.

**DHHS** Local 860 interceded and was successful in challenging an incorrect salary calculation and incorrect step placement on behalf of a Division of Children and Family Services member, resulting in a wage increase and a movement of two steps. Local 860 worked with The Ohio Public Employees Retirement System to ensure proper classification and allocation of retirement funds for a Division of Children and Family Services member. A Special thanks to a Sister member from the Fiscal Department who worked together with us throughout the process. Local 860 is preparing for a May mediation in an effort to achieve the best possible Collective Bargaining Agreement for our Members. Local 860 was successful in getting the Members' Personal Day available for immediate use even while in negotiations.

**CMSD** Local 860 corrected numerous payroll deficiencies for a District member Assistant Custodian and Transportation agreements were ratified, resulting in retroactive wage increases. Local 860 has addressed termination and other discipline problems. Summer interns have been selected in the garage. Local 860 regularly schedules labor-management meetings with District.

**PUBLIC WORKS** When a Public Works member was required to work beyond his job classification/description, Local 860 successfully negotiated a new job classification, back-pay and a wage increase for our member. Local 860 is diligently negotiating a new Collective Bargaining Agreement on behalf of all Public Works members. The parties have scheduled a fact-finding hearing on June 14th.

**TREASURERS** Members successfully united to contest the abusive and retaliatory practices of management. Local 860 filed an ULP charge against County and a formal complaint with Human Resources when its supervisors and managers engaged in unlawful retaliatory conduct against employees engaging in protected activity. Members are now meeting on a regular basis at Union hall. All members are encouraged to attend meetings to discuss ongoing concerns and prepare for negotiations. Subsequent Labor Management Committee Meetings have proven to be successful in making the workplace environment more comfortable and productive.



**CITY OF MAYFIELD HEIGHTS** The parties are at an impasse. Local 860 is in the process of selecting a fact-finder with the City. A mediation and fact-finding hearing will be scheduled this summer.

**JUVENILE COURT** The Union has demanded arbitration for termination and disciplines of current House 2 employees. The Union filed grievances over unilateral changes in mileage, healthcare and flex-time. When the Court refused to hear the mileage and flex-time grievances and failed to select an arbitrator in a timely manner, the Union filed a lawsuit against the Court. As a result of healthcare grievance, the Court agreed to pay twenty-eight employees bi-weekly allowances which were not paid in error. The Union demanded arbitration with respect to unilateral increases in employee healthcare contributions. The Court has begun appropriate training for Detention Officers at Tri-C. Juvenile Court has appointed a new Superintendent who will start next month.

**CLEVELAND HEIGHTS** Local 860's newest bargaining unit is preparing for negotiations. Members have attended one proposal meeting. An additional proposal meeting will be held prior to negotiations. Negotiations will begin on May 15th and continue through June. Local 860 filed an ULP charge when the City unilaterally changed call-out procedures in the sewer department. Local 860 has recently alerted the City to additional ULP charges regarding direct dealing with bargaining unit members and refusal to provide information. Local 860 will file with SERB if the disputes are not resolved.

**CLEVELAND PUBLIC LIBRARY** Local 860 successfully prevented discharge of one employee. Employer is actively training employees per collective bargaining agreement. Two grievances were filed. One concerning officer safety, and one concerning contract violations.


**CITY OF BEACHWOOD** Local 860 has reached tentative agreements in the Building and Service Departments. The bargaining committee negotiated substantial wage and equity increases and a certification stipend for employees in the Building Department retroactive to January 1, 2017, as well as their first collective bargaining agreement. Likewise, the Service Department bargaining committee reached a tentative agreement providing for wage increases

retroactive to November 1, 2017, an additional uniform allowance, union visitation, a more expansive steward provision (no lost pay), increased sick pay payout on retirement, less restriction on vacation use and an improved disciplinary provision.

**UNIVERSITY HEIGHTS** Members ratified a new collective bargaining severely restricting the Employer's right to use temporary and part-time employees. In addition, new contract provides for additional life insurance, new overtime provisions, shift and schedule change language regarding notice and right of first refusal for senior employees, additional notice provisions prior to any subcontracting, privatization, or layoff. More expansive language for the filing of grievances and demanding of arbitration. Elimination of loser pay and zipper clause provisions. Retroactive wage increases and freeze in employee healthcare contributions in first year of agreement. In all, the bargaining committee successfully negotiated over twenty substantive changes to the parties' collective bargaining agreement.



# AROUND TOWN



## **T. C. CONSTRUCTION WORDEN RD, WICKLIFFE**

**Mike Oriani, Geraldo Hernandez, Alberto Ramirez-Soto, Carmine Pollice,  
Chris Money Penny, Raffaele Colecchia, John Paulica**



## **NORTHSTAR DUG WAY SOUTH TUNNEL 1-2**

**Daniel Bates, Jeremy Smith, Daniel Soucy, Corbin Schuster, Tom Canitia**

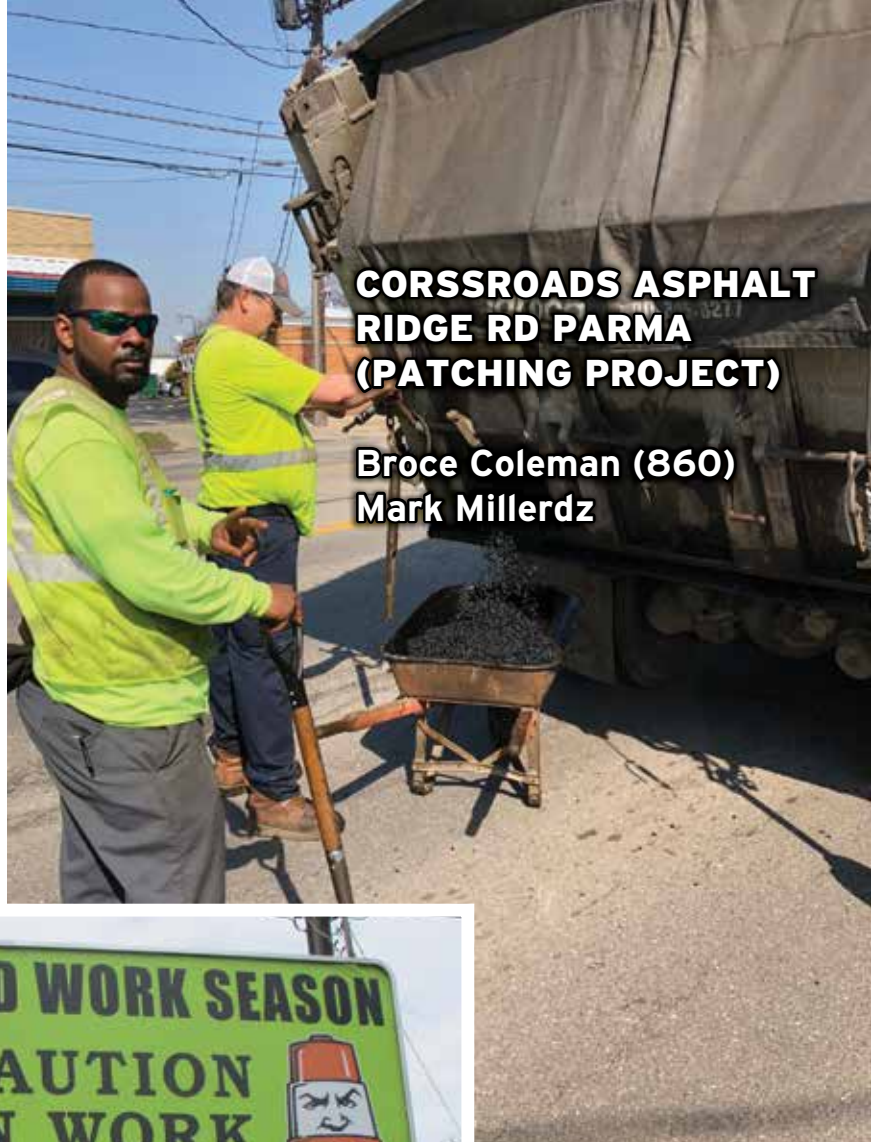


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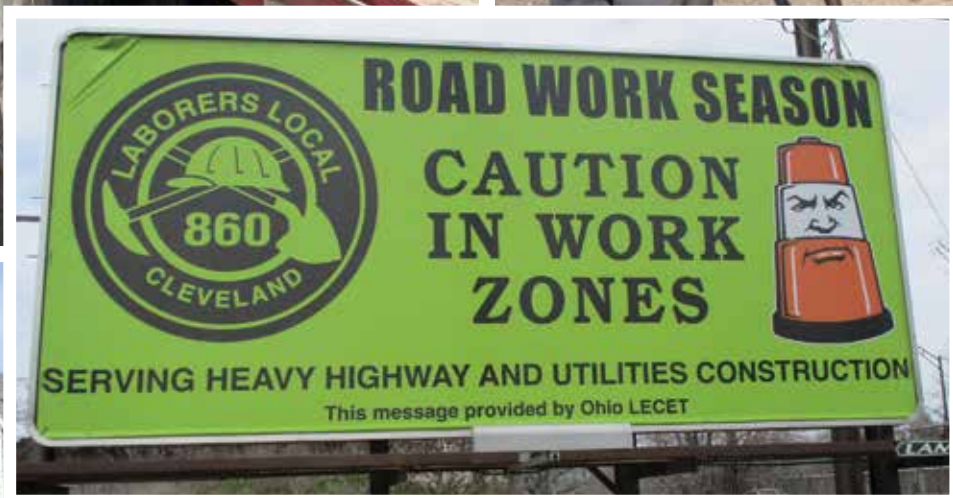
**LAKE ERIE CONSTRUCTION  
GUARDRAIL PROJECT  
RT 422 TROY TWP. (GEAUGA)**

**Kevin Weimer**



**CORSSROADS ASPHALT  
RIDGE RD PARMA  
(PATCHING PROJECT)**

**Broce Coleman (860)  
Mark Millerdz**



**XTREME ELEMENTS  
W.87TH & LAKE  
SIDEWALK REPLACEMENT**

**Robert Johnson Jr.**



**T. C. CONSTRUCTION  
CORPORATE BLVD, MENTOR**

**Dave Ferrante, Mark Mohar**

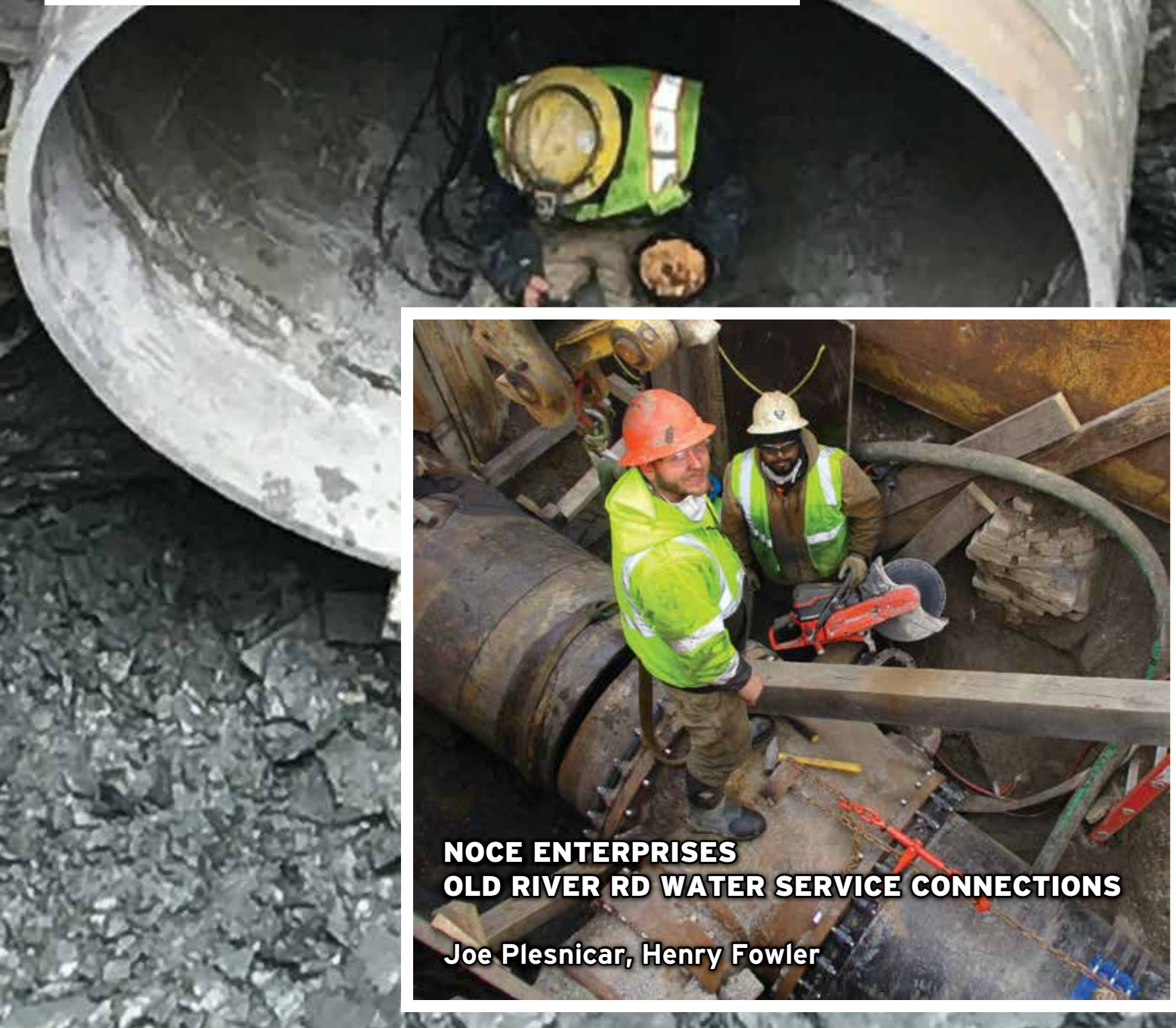


# AROUND TOWN



**SALINI IMPREGILO HEALY LANE J. V.**

**Steve Brucks, Lou Sicurezza, John Webb**



**NOCE ENTERPRISES  
OLD RIVER RD WATER SERVICE CONNECTIONS**

**Joe Plesnicar, Henry Fowler**

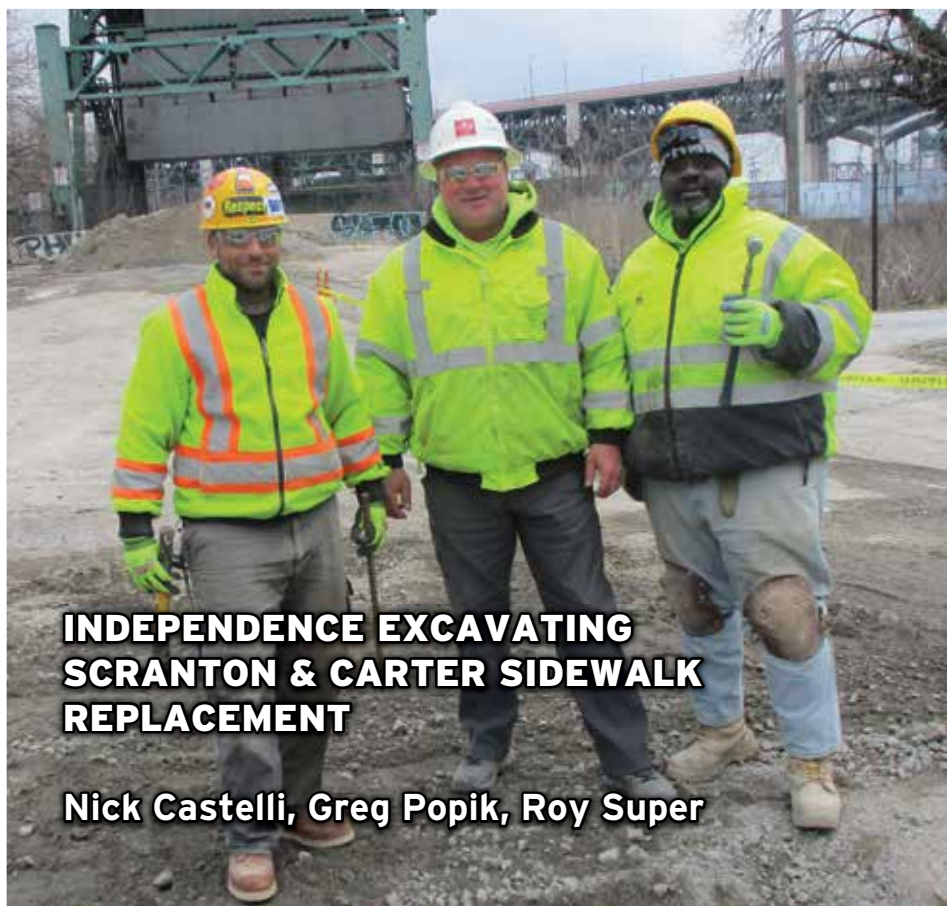


# AROUND TOWN



**COOK PAVING  
DISTRICT 4 POLICE STATION**

**Rich Paintiff, Chuck Barcik, Joe Wadowick**



**INDEPENDENCE EXCAVATING  
SCRANTON & CARTER SIDEWALK  
REPLACEMENT**

**Nick Castelli, Greg Popik, Roy Super**





# AROUND TOWN



**FABRIZI TRUCKING  
HAMPTON RD. SEWER REPLACEMENT  
ROCKY RIVER**

**Thomas Klingshirn, Steve Kobus,  
Joe Minarchick**



**TERRACE CONSTRUCTION  
E. 11TH & CARNEGIE SEWER REPLACEMENT**

**Mike Riordin, Ed Zacharias,  
Damon Johnson, Shane Elersic**



# AROUND TOWN

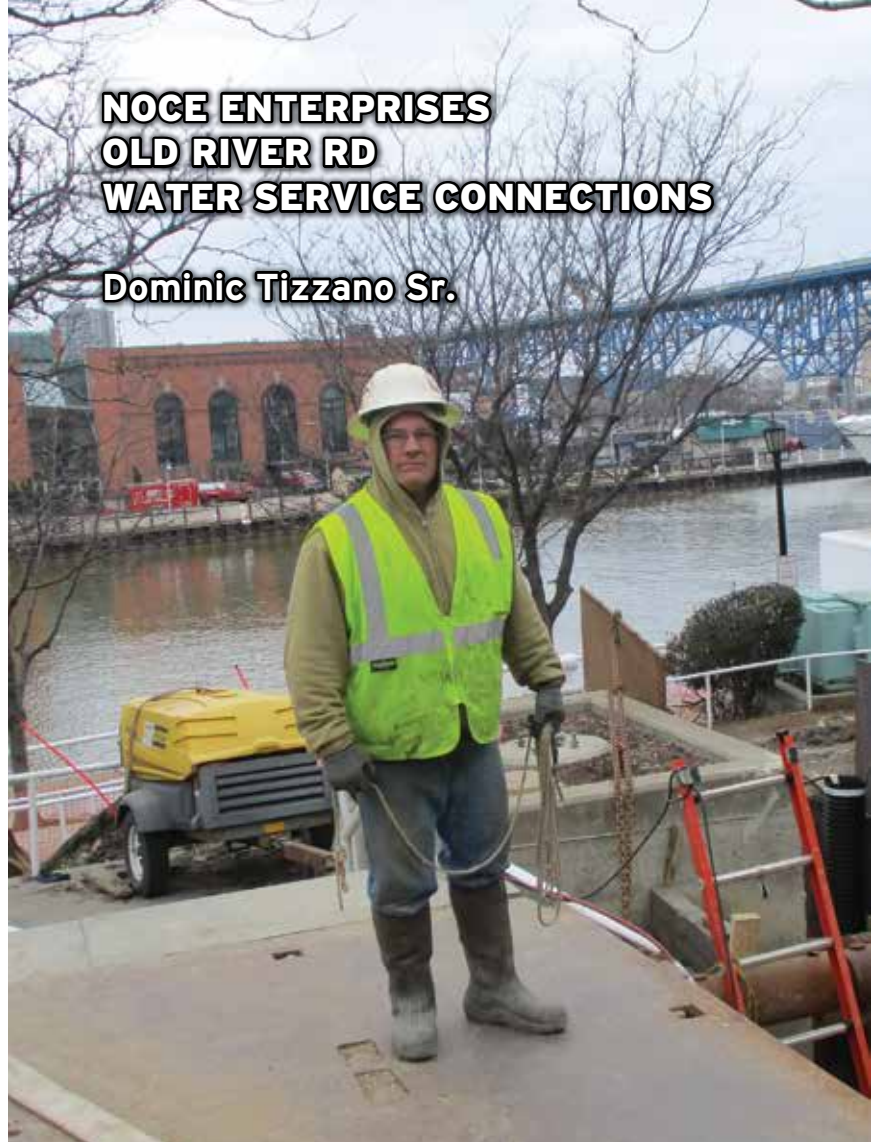


**INDEPENDENCE EXCAVATING  
SCRANTON & CARTER SIDEWALK  
REPLACEMENT**

**Roy Super, Nick Castelli**

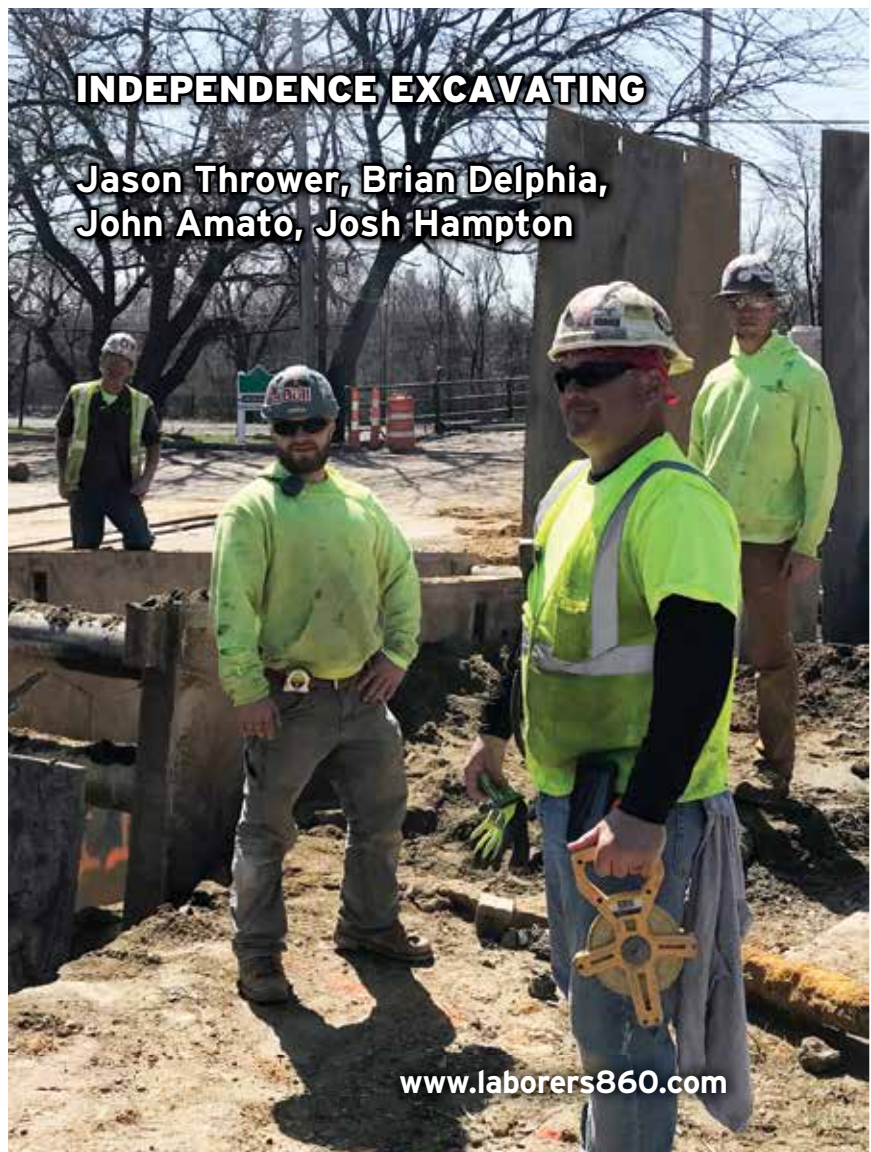
## **NOCE ENTERPRISES OLD RIVER RD WATER SERVICE CONNECTIONS**

**Dominic Tizzano Sr.**



## **INDEPENDENCE EXCAVATING**

**Jason Thrower, Brian Delphia,  
John Amato, Josh Hampton**



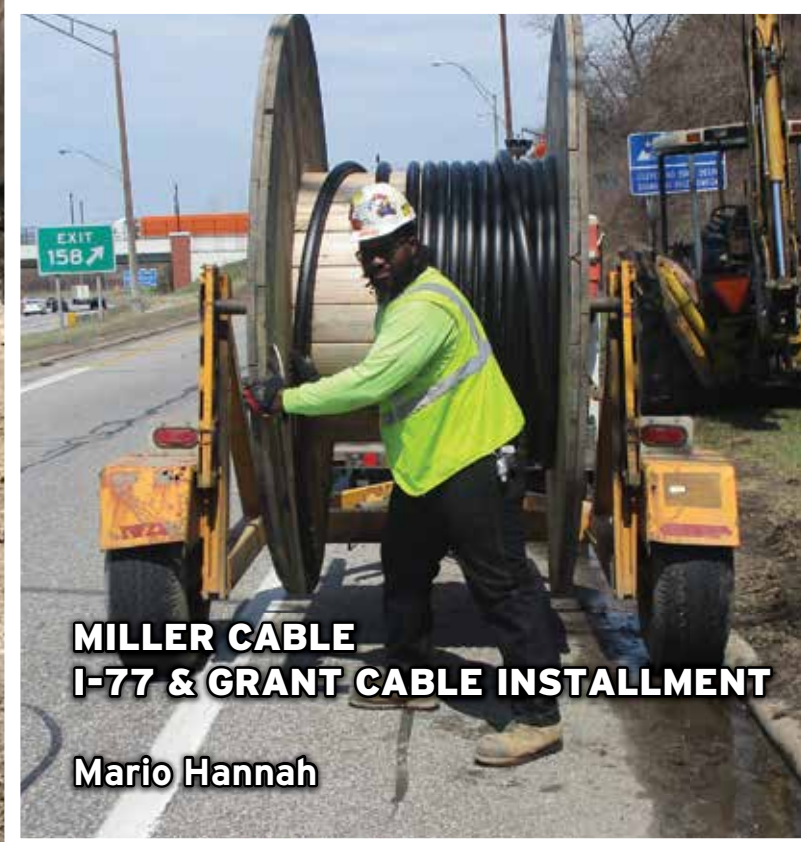
## **TERRACE CONSTRUCTION**

**Craig Gustafson (left)  
Brock Tobel (right)**





# AROUND TOWN



**MILLER CABLE  
I-77 & GRANT CABLE INSTALLMENT**

**Mario Hannah**



**FABRIZI TRUCKING  
HAMPTON RD. SEWER REPLACEMENT  
ROCKY RIVER**

**Kevin Murray, Josh Parsons, Nick Seckler**



# KALAHARI





# KALAHARI





# KALAHARI





# KALAHARI





# KALAHARI





# KALAHARI





# KALAHARI







## KEEP YOUR UNION DUES UP TO DATE

It is imperative that you keep your monthly union dues up to date to avoid suspension. If you get suspended, a readmission fee must be paid to be reinstated. In other words, it saves you money if you pay your dues on time.

## UNION MEETINGS

First Thursday of Every Month at 7 p.m.  
(No December Meeting)



## CHANGE OF ADDRESS & CONTACT INFORMATION

It is extremely important that Local 860 and the Ohio Laborers' Fringe Benefit Program are informed of any changes concerning your address and/or contact information, including email addresses. Please notify Local 860 so we can better communicate with you. In addition, change of address forms and beneficiary forms are available at Local 860 for your convenience.



## NEW FEATURE: LOCAL 860 ON-SITE DROP BOX

Now located on the east-front corner of the training center.

- Place your payment (check/money order) in an envelope with your 860 card
- Make sure your last name & last four digits of SS# are included
- Payments will be processed the following business day



## UPCOMING EVENTS

**CEDAR POINT:** June 24

**CLAMBAKE:** September 15  
(Purchase tickets from your Business Representative starting in August; no mailing goes out.)

**HOLIDAY GIVEAWAY:** November 17-18  
(9 am to 3 pm)

## Contact Us

### LABORERS' LOCAL 860

3334 Prospect Ave.  
Cleveland, OH 44115-2616

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